G. R. S. IX-5]

P 22E

1

Previous references.

G. M. 523-15 Nos 1-3, 5-10 and 15-16.
G. M. 567-17 Nos 1.
Mary 336-18

File No. 376-18

191 .

Serial Nos. 1

(E. A. G)

Later references.

E.A.G. 376-19.
S/S. 243.
Q in 94-25-1

Preserve
Init
8.11.19

GENERAL AND REVENUE SECRETARIAT.

Serial Nos. 1

Part B for July 1919.

SUBJECT.

Form of agreement to be executed by temporary employees.

To the Heads of Departments
" Secretaries to Government.
" Deputy Commrs of Districts.
No 3919-68/E.A.G 376 dated 26-6-19

Prescribes a form ——— in Government Departments.

W D 1250—GPB—30,000 - 28-1-19

D. Lakshmikantham
1/8/19.

2

G. R. S. 11] 191 8-19

GENERAL AND REVENUE SECRETARIAT.

(E. A. 8

NOTES.

File No. 376

FILE HEADING.

Forms of agreement to be executed by temporary employees in Govt depts.

From

No.	Dated	Received

Diary No.	Enclos.	Spare Copies.	Serial No.

BRIEF ABSTRACT OF LETTER.

NOTES AND ORDERS.

NOTES—First Sheet.

P. T. 6

(2 3

G. R. S. 111-2]

General and Revenue Secretariat. | E&G File No. 376 of 191 .

Serial No.

No. 1

GEN. & REV. SECRETARIAT VIII E. AUDIT. 19 SEP 1918

1 The Dewan desires that all temporary employees should be got to execute bonds on stamped paper.

2 To the Under Secretary E.A. Branch for -- proposing a suitable Circular.

D.467 21-9-18

3 Please put up the prns of the P.W. code. 16/9 20/9

This file not found even after search 7/10/21

4 Paragraphs 105 & 111 of the P.W. Code deal with this. A sample form of the declaration obtained from the Comptr's office is also put up.

5/10/21

5 A declaration in the accompanying form is obtained from members of temporary estt of P.W.D. The declaration is intended to notify to the officer concerned the conditions of his employment & used in any way to safeguard the interests of Govt. In the case of officers on special terms an agreement is executed & taken. ~~But no bond~~ These arrangements seem sufficient. There seem to be no need to prescribe bonds in the

NOTE—Contn. sheet.

WD A 1789—GPB—60,000—20-3-18—S.

WD 1233—GPB—60,000—1-12-16—S.

4

G. R. S. III-2]

General and Revenue Secretariat. | E&A / File No. 326 of 191

Serial No.

Case of temporary employees as a matter of course -

6 Forwarded with Compliments to A.G.S. for Dept and Asst Secy, Jodl for favour of ~~reading~~ Ultg their views

7/12

FINANCIAL SECN. BANGALORE. 9 DEC 1918

Jl 1190-18

7 I agree that a bond is not necy as a matter of course in the case of all temporary employees, who are employed on monthly pay for an indefinite period.

The rule in the M.S.R applicable to such employees will guide the case - Vide subs. 1.(a) 229(b), 131 ff -

An agreement is necessary in the case of officers to be employed for a definite term under specific terms.

14/12

(Asst Secy Legislative) Judicial

Submitted

MSR 20.12.18

I do agree with the A.G.S. Jl Branch.

2.1.18

Rev. Branch 3/1/19

// Please put up rules if any, in force respect to A. Cus 61,

DIARY No. 8099

17 DEC 1918 PROTECTIVE BRANCH.

GEN. & REV. SECRETARIAT VIII E. AUDIT. 3 JAN 1919

NOTE—Contn. sheet.

5/4

General and Revenue Secretariat. | E.H.Q. File No. 376 of 191 .

Serial No.

(Pay 523 of 915 (821-3, 5-10+15-16)

12 There does not seem to be any standard form or general rule of agreements of service. The file cover &c. which prescribes the maintenance of a register of agreement of service herewith putup was also looked up. It does not give any further information. 13 Agreements from temporary employees appears unnecessary. The Fin + Ind Sections who were consulted have expressed a similar opinion. No further action appears called for. The papers may, it is apprehended, be recorded.

Chief Secy) 20/1

14 Why not adopt a form Similar to that used in the P.W.D. If necessary the forms may be furnished to ~~Offices~~ Ministerial Offices & Officers. Put up a draft.

GEN. & REV. SECRETARIAT VIII E. AUDIT. 20 JAN 1919

CSJ. 29/1/19

15 A draft form is putup.

Submitted 21/1 the forms with, if approved, be sent to the Govt Advocate

NOTE—Contn. sheet.

WD A 1789—GPB—60,000—20-3-18—S.

59453

D 467

G. R. S. III-2]

General and Revenue Secretariat. | E A 9 File No. 376 of 191 .

Serial No.

Scrutiny.

Chief Sec[y]. Doo

17 Yr. Please also note whether the agreement or declaration requires to be stamped

CBJ
18/2/19

Ch. Sec[y]
17 FEB 1919
E.A.9.

No. 6. Leg. 1 of 18-19
Dy 19-2-19.

18 Forwarded with Compliments to the Government Advocate unofficial for favour of opinion

(i) whether the form proposed is suitable for the purpose intended,

and (ii) whether the proposed agreement or declaration requires to be stamped.

by order.

Benjamin Thomas
for Chief Sec[y].

19-2-19

No. 1975/18-19.
Dy 20/2/19

19 The form proposed seems to be suitable for the purpose intended.

20. The proposed form is more than a declaration and amounts to an agreement executed by the employee. As such it requires to be engrossed on an eight anna stamp paper.

21 Post if the proposed declaration is intended to accompany an application

GEN. & REV. SECRETARIAT
VIII
E. AUDIT.
22 FEB 1919

NOTE—Contn. sheet.

WD A 1789—GPB—60,000—20-3-19—S.

JD 1233—GPB—60,CCC—1-12-16—S.

G. R. S. III-2]

General and Revenue Secretariat. | E&A. File No. 376 of 191 .

Serial No.

application for an appointment, no stamp appears to be necessary as it would merely be in the nature of an offer and not a completed agreement.

Govt. advocate
20/2/19

E.A.B.

Please put up a draft G.O.

Bms
22.2.19

Revised Draft put up as personally instructed
26/2/19.

Chief Secy

Bms
10-3-19.

24. Draft may be approved. In clause (c) 2 words insert one months notice instead of 3 months notice.

Dewany

26/3/19

Bms
26.3.19

5-7-19
26-3-19.

Secy, Govt. Under Secy expenditure may be informed

28/3

To be by E.A.

28/3

NOTE—Contn. sheet.

J. R. S. 111-2]

General and Revenue Secretariat. | Eng File No. 370 of 191 .

Serial No.

27 Instances have occurred in which Candidates have had to be appointed to posts for which no definite term could be fixed, and they have from time to time been kept on in service in other posts, in order not to lose the training given to, & the experience gained by them. In such cases, the Offices Concerned have not infrequently urged that their prospects have suffered owing to the indefinite tenure of their posts and put forward seemingly equitable claims for permanent appointment.

28 To obviate the entertaining of any such false hopes, and to make their position clear, the present proposal is made. All temporary employees they work them know that they are at liberty to terminate their engagement on one month's notice and to start their new alternative Careers whenever they choose & And that Govt also have the Corresponding right to terminate their Services after similar notice.

29 Instances of the kind have occurred both in the Superior ranks and in the Clerical Service.

Chief Secy. 31-3-22.

NOTE—Contn. sheet.

WD A 1789—GPB—60,000—20-8-18—S.

General and Revenue Secretariat. | E&A9 File No. 376 of 1918.

DEWAN'S OFFICE. Recd. on APR 7 1919 Reg. No. 6119-22

Serial No.

Dewan

30) Maybe circulated to the Members of Council by 10/4

31) Circulate

32) I do not see any reason to call upon Mr. Appanna to make his representation. Mr. Appanna's representations have nothing to do with Mr. Ramaswami's service. I would like Mr. Ramaswami to make his representations in Council.

22/4.

33) During the past six or seven years new departments have been created & new appointments also made of men who are considered to have special qualifications for the same. The engagement is often a temporary one while the service, even if treated as permanent is non-pensionable. These are conditions of service for which there does not appear the adequate provision in the M.S.R. which are suited to meet conditions

NOTE—Contn. sheet.

Serial No.

of service as they existed in the past & do still exist in all the other departments. In the recent past there have been cases wh. have caused some embarrassment & in the light of this experience it appears to me that there is some justification for some such declaration being obtained in the cases in question.

Rcd
24.4.19.

34) Seen.
30.4.19.

10 (10

at a meeting.

(For Disposal ~~by Circulation~~)

No. C. 761.

17. 4. 1919

GENERAL AND REVENUE SECRETARIAT.

COUNCIL MATTER.

SUBJECT.

Draft declaration to be signed by persons taking temporary s vice under the Mysore Government.

CIRCULATED TO THE MEMBERS OF COUNCIL.

By Order,

C S Balasundaramayya

17th April 191 9 Chief *Secretary to Government.*

Extraordinary Member of Council. Seen by H H.

1426 10.5.19 **First Member of Council.** 11.5.19

6464-248 23.4.-19 **Second Member of Council** opinion recorded

Temporary Member of Council.

4157 17-4-19

WD 2678—GPB—1,000—21-5-19

C. 761

11 (191

Extract from the Proceedings of the 490th Meeting of the Council of His Highness the Maharaja, held at Bangalore on the 19th May 1919

6. Subject.--Clause xii of the Schedule.

Draft declaration to be signed by persons taking temporary service under the Mysore Government.

Opinion of the Council.

35) The draft agreement may be approved.

Sd. A.R.Banerji,
Offg. Dewan of Mysore.

"EXTRACT"

C Balasundaram Jr

Chief Secretary to Government.

WD 1148—GPB—1,000—23-12-18

12 (10

G. R. S. III-2.

General and Revenue Secretariat.

C. 761

E & G. File No. 376 of 191 .

Serial No.	
30)	To the Under Secretary, Efficiency & Audit Branch for a D.S.N.
	C&X 20/5/19
31)	Send with a D.S.N.
	21/5/19 Chief Secy
	Dewan) Yes--S. C&X 21/5/19

DEWAN'S OFFICE.
Recd. on MAY 23 1919
Reg. No. 7392

NOTE—Contn. sheet

13 (13

Submitted to His Highness.

At present, there is no definite understanding with the temporary employees of Government in respect of the nature and the tenure of their employment, except in the case of such employees in the Public Works Department and lately in the Industries and Commerce Department. While on the one hand it makes them feel their position insecure and consequently detracts from their efficiency, on the other, it gives room for their entertaining false hopes of being provided with permanent appointments in the long run. In order to obviate these misapprehensions and to make their position clear, it is proposed to prescribe an agreement in the accompanying form to be executed by all such temporary employees.

2. The question was considered in Council, who are of opinion that the proposed form may be approved.

Page 9 of Minutes.

3. The recommendation of the Council may be graciously approved.

Camp Fernhill,
25th May 1919.

25-5-19.

761

14 (14

Record of Cases submitted for the Orders of His Highness the Maharaja.

Subject.

No 407
25.5.19.

Draft form of Agreement to be executed by temporary employees of Government.

1255

Order.

~~KRW~~
31/5/19

Chief secy
2.6.19

15 (15

C.761

P-1464

G. R. S. III–2]

General and Revenue Secretariat. E.H.G.R.S. File No. 376 of 191

Serial No.

(*)

31. All urgent or confidential files returned with His Highness' orders may, in the absence of instructions or indications to the contrary, be ordinarily circulated to the Members of Council for perusal after the issue of orders.

33. The Secretaries concerned should see that orders in the cases referred to above are issued at once and that the files are returned immediately after to the Chief Secretary for circulation to the Members.

34. In all other cases, the files will first be circulated to the Members of Council at headquarters and then sent to the Secretariat concerned for the issue of orders.

Circulated to the Members of Council for perusal of (*)

His Highness' orders ~~before~~ / ~~after~~ issue of orders. (*Vide* Rules 31, 33 and 34 of the Subsidiary Rules for the conduct of business of Council in the Manual of Council Rules and Procedure).

C S Balasundaramayyar
Chief Secretary to Govt. 4/6/19

Through the Secretary to Government,

....Department.

FIRST MEMBER OF COUNCIL 4/6/19

7688-102
5.6.19

SECOND MEMBER OF COUNCIL
6.6.19

5101
6.6.19

TEMPORARY MEMBER OF COUNCIL.

8.6. sent to Press. Proofs called for

16/6/19

Print order given on 26/6/19

Issue draft in print
11-6-19

NOTE.—Contn. sheet

WD 1578—GPB—500—4-3-19 3719—68/S.A.—376—26/6/19

G. R. S. III-2.

General and Revenue Secretariat.

E.A-8 File No. 376 of 191

Serial No.

To. the Heads of Depttts, Heads of Govt and Deputy Commrs offices.
No 3919-68 Dy 26-6-69.
Prescribes a form of agreement to be executed by temporary employees in Govt departments.
(issued on 17-7-69)

NOTE—Contn. sheet.

17 (17)

SC/

General & Revenue Secretariat,

No. Dated, Bangalore, 10th March 19.

3919-68 / S.A.S376 & 26-6-68

Official Memorandum.

Date of issue 18-7-68
Signed by Sri A.V.R.

At present a guarantee of service for at least 3 years is required from men appointed to the clerical staff in the General and Revenue Secretariat and agreements are obtained from Medical subordinates newly entertained in service binding them to serve for at least 3 years. A similar practice exists in respect of all employees in the temporary Engineers' cadre newly constituted in the Public Works Department and a form of declaration to be signed by these officers has been prescribed in Government Order No.1033-35/P.W.5666-68 dated 8-5-1918. Recently this principle has been extended to the case of temporary employees in the Industries and Commerce Department.

With a view to provide similar safeguards in respect of temporary employees in the other Departments, Government are pleased to prescribe the annexed form of ~~declaration~~ agreement to be executed by all such employees on an eight anna stamp paper.

By Order,

Chief Secy. to Govt.

To

10.379

The Secretaries to Government.
The Deputy Commissioners of Districts.
All Heads of Departments.

Press Table.

18 (18

DECLARATION TO BE SIGNED BY PERSONS TAKING TEMPORARY SERVICE UNDER THE MYSORE GOVERNMENT.

I do hereby declare that I fully and clearly understand-

(a) that my appointment as ..... in the ..... department on a salary of Rupees (.....) ..... per mensem is temporary, and I am on the footing of a monthly servant; that my employment carries with it absolutely no - claim whatever to pension, and no claim to any absentee allowances excepting those conditionally given to temporary employees under Articles 154(a) and 201, clauses (1) & (2) of the 4th edition of the Mysore Service Regulations and that over and above the abovementioned salary of Rupees..... ..... per mensem I can have no claim, as of right, to any increments of salary, nor any claim whatever to any local or other allowances, other than the travelling allowances admissible under the Mysore Service Regulations.

(b) that my appointment is subject to the following conditions-

(1) that I carry on my duties satisfactorily and efficiently,

(2) that I submit to the rules of discipline and good conduct applicable to Government servants in the Mysore State and

(3) that I am liable to forfeit the appointment without notice in cases of proved default, such as misconduct, disobedience, neglect of duties, etc.

(c) that my appointment is terminable on either side after giving .3 months' notice.

2. I do further declare that the following is a correct statement of my last previous employment (if any) under Government in a permanent and pensionable post whether in this Province or elsewhere, and of the circumstances attending the termination of such employment (if any):-

1. Last employment in a permanent and pensionable post under Government.	1.
2. Date of termination of the same.	2.
3. Circumstances of termination of the same.	3.
4. Gratuity, if any, received on the termination of the last or any - previous employment.	4.

Am

19 (19

5. Pension, if any, of which the appointee is now in receipt		5.
6. Authority granting the pension or gratuity.		6.

Station .....

Dated, 191 .

Signature of Appointee.

3. I do also declare that I clearly understand that, with ot without notice, my engagement absolutely ceases as soon as the work for which I have been engaged is finished, and that I shall not be entitled to a month's notice, or to pay in lieu of notice unless I am dismissed, otherwise than for serious misconduct before the completion of the work.

Station .....

Dated ... 191 .

Signature of Appointee. †

---

* If there has been no previous employment of the kind, the appointee should enter here: I have not at any previous time served Government in any permanent pensionable post either in this Presidency or elsewhere.

† Temporay employees appointed to posts of Rupees 250 and under should sign above para 3: those appointed to posts above Rupees 250 should sign below the para 3.

Ans 7-279

2.

Government of His Highness the Maharaja of Mysore.

GENERAL AND REVENUE DEPARTMENTS.

G. O. No. 3919-68—E. A. G. 376, dated 26th June 1919.

Temporary employees.

Prescribes a form of agreement to be executed by —— in Government Departments.

W D 2402—GPB—28-6-19—520

21

21

S. O.

Temporary employees.

No. 3919-68
E. A. G. 376

GOVERNMENT OF H. H. THE MAHARAJA OF MYSORE,
GENERAL AND REVENUE SECRETARIAT,
Dated 26th June 1919.

OFFICIAL MEMORANDUM.

At present a guarantee of service for at least three years is required from men appointed to the clerical staff in the General and Revenue Secretariat and agreements are obtained from medical subordinates newly entertained in service binding them to serve for at least three years. A similar practice exists in respect of all employees in the temporary Engineers' cadre newly constituted in the Public Works Department and a form of declaration to be signed by these officers has been prescribed in Government Order No. 1033-35—P. W. 5666-68, dated 8th May 1918. Recently this principle has been extended to the case of temporary employees in the Industries and Commerce Department.

With a view to provide similar safeguards in respect of temporary employees in the other Departments, Government are pleased to prescribe the annexed form of agreement to be executed by all such employees on an eight anna stamp paper.

By Order,

C. S. BALASUNDARAM IYER,
Chief Secretary to Government.

To—All Heads of Departments.
The Secretaries to Government.
The Deputy Commissioners of Districts.
PRESS TABLE.

Exd—G.W.B.

No. 3919-68—E. A. G. 376, DATED 26TH JUNE 1919.

Declaration to be signed by persons taking temporary service under the Mysore Government.

I do hereby declare that I fully and clearly understand—

(*a*) that my appointment as..... in the ..... Department on a salary of Rupees (.....) per mensem is temporary, and I am on the footing of a monthly servant; that my employment carries with it absolutely no claim whatever to pension, and no claim to any absentee allowances excepting those conditionally given to temporary employees under Articles 154 (*a*) and 201, clauses (1) and (2) of the 4th edition of the Mysore Service Regulations and that over and above the abovementioned salary of Rupees ..... per mensem I can have no claim, as of right, to any increments of salary, nor any claim whatever to any local or other allowances, other than the travelling allowances admissible under the Mysore Service Regulations.

(*b*) that my appointment is subject to the following conditions: —

1. that I carry on my duties satisfactorily and efficiently,
2. that I submit to the rules of discipline and good conduct applicable to Government servants in the Mysore State, and
3. that I am liable to forfeit the appointment without notice in cases of proved default, such as misconduct, disobedience, neglect of duties, etc.

(*c*) that my appointment is terminable on either side after giving three months' notice.

2. I do further declare that the following is a correct statement of my last previous employment (if any) under Government in a permanent and pensionable post whether in this Province or elsewhere, and of the circumstances attending the termination of such employment (if any): —

*1 Last employment in a permanent and pensionable post under Government.
2 Date of termination of the same
3 Circumstances of termination of the same
4 Gratuity, if any, received on the termination of the last or any previous employment.
5 Pension, if any, of which the appointee is now in receipt.
6 Authority granting the pension or gratuity

Station.....
Dated.....191 .

Signature of the Appointee.

3. I do also declare that I clearly understand that, with or without notice, my engagement absolutely ceases as soon as the work for which I have been engaged is finished and that I shall not be entitled to a month's notice, or to pay in lieu of notice unless I am dismissed, otherwise than for serious misconduct before the completion of the work.

Station.....
Dated.....191 .

†

Signature of Appointee.

N. B.—* If there has been no previous employment of the kind, the appointee should enter here: "I have not at any previous time served Government in any permanent pensionable post either in this Province or elsewhere."

† Temporary employees appointed to posts of Rs. 250 and under should sign above para 3: those appointed to posts above Rs. 250 should sign below the para 3.